

Garner Police Department



Annual Department Report 2010

Published July 18, 2011



Table of Contents

The GPD Mission and Values	3
The Law Enforcement Oath of Honor.....	4
Community Policing.....	5
Garner Police Department Organization	7
Office of the Chief of Police.....	7
The Administrative Support Unit	7
The Operations Bureau.....	8
Criminal Investigations Division	8
Patrol Division	9
Support Services Division	9
Traffic Safety Division	9
Raleigh Emergency Communications Center	10
Organizational Chart - 2010	11
Crime in Garner - 2010.....	12
2009 - 2010 Crime Comparison	14
Domestic – Related Incidents	16
Gang Related Crime	16
Juvenile Crime	17
Calls for Service	17
Traffic Safety Information	18
Community Involvement.....	23
Professional Standards	26
Department Accreditation.....	26
Complaint Investigation.....	27
Use of Force	28
Budget Information	29
Employee Accomplishments, Awards & Recognition	30



Message from the Chief of Police

Welcome to the Garner Police Department's Annual Report for 2010. Our goal with this report is to provide an overview of our department and staff, our operations and our significant achievements for those in the community we serve who are interested in learning more about their police department. In addition to this report which will be published annually from this point forward, additional information about the Garner Police Department can be found on our website at www.garnernc.gov/Departments/Police/ or by contacting us directly at any time throughout the year.

The year 2010 brought a number of significant changes and challenges to the Garner Police Department. As the department went through my first full year as Chief of Police, we were able to examine all aspects of our operations and we began to make changes geared toward improving our effectiveness and efficiency while maintaining our ability to face the challenges of policing in an ever-changing community, region and country.

Our most significant change in 2010 was a departmental re-structuring that took place in October with an emphasis on chain-of-command, span-of-control and personnel development for the future. The new organizational structure includes the implementation of a Professional Standards Office and the "E-Platoon," a problem-solving patrol platoon designed to expand our abilities to focus resources on identified problem areas while developing new community partnerships to further our community policing philosophy. Other changes and focus areas are outlined in this report.

Thank you for your interest in the Garner Police Department and in public safety in Garner, North Carolina. We appreciate the opportunity to collaborate with the citizens of Garner and our other community partners in working to keep Garner a great place to be!

Sincerely,



Brandon V. Zuidema
Chief of Police



The GPD Mission and Values

In the spring of 2010, an employee committee was tasked with developing and implementing a mission statement and set of values that represent who we are as a law enforcement agency, what role we play in the Garner community and what values we embrace and use in making day-to-day decisions. The committee got feedback from all employees and developed the following:

Our Mission Statement

“The Garner Police Department is dedicated to excellent police service through partnerships that reduce crime, create a safe environment, build trust, and enhance the quality of life in our community. We are committed to delivering quality service in an effective, responsive and professional manner.”

Our Values

- COMMITMENT:** We have a selfless determination and relentless dedication to the public, our partners, and to each other. We will strive to continually improve our community and our agency.
- INTEGRITY:** We are committed to the highest standards of honesty and ethical conduct, which are the cornerstones of our profession.
- PROFESSIONALISM:** We accept responsibility for our actions. We are accountable to ourselves and those we serve. We will communicate honestly and consistently strive for excellence.



The Law Enforcement Oath of Honor

Policing is an honorable profession full of men and women dedicated to the wellbeing and quality of life of others, and the Garner Police Department is no exception. We embrace the Oath of Honor as the basis of our individual and organizational strength and our commitment to the community. The Oath of Honor is used at all of our public ceremonies to share that commitment with those we proudly serve:

On my honor,
I will never betray my badge,
my integrity, my character,
or the public trust.
I will always have the courage
to hold myself and others
accountable for our actions.
I will always uphold the Constitution
and the community I serve,
So help me God.

Developed by the International Association of Chiefs of Police Committee on Police Ethics in 1997



Community Policing

Community policing is our philosophy and organizational strategy that promotes a partnership between citizens and their police. It is based on the premise that both the police and the community must work together to identify, prioritize & solve contemporary problems such as:

- Crime,
- The fear of crime,
- Illegal drugs and gang activity,
- Social and physical disorder, and
- Overall neighborhood decay

...With the goal of improving the overall quality of life.

Community Policing in Garner encompasses all that we do as law enforcement officers and employees on a daily basis – whether we are involved in education, enforcement, partnerships, prevention or problem solving we are following the community policing philosophy.

The Garner Police Department's community policing philosophy can be defined in terms of the "Three Ps" – Partnerships, Prevention and Problem Solving.

Partnerships – Public safety, quality of life, and overall community wellness are not just police issues in Garner – they are community issues. The Garner Police Department is focused on developing and maintaining meaningful partnerships with citizens, civic organizations, businesses, and local government entities to identify and bring resources to bear on community problems.

Prevention – One of the hallmarks of an effective law enforcement agency is the ability to prevent crime before it occurs. The Garner Police Department utilizes efforts focused on crime analysis, deterrence (including enforcement) and education to decrease crime and increase quality of life for our community.

- Crime Analysis

As much as our current resources allow, members of the Garner Police Department conduct systematic analyses for identifying and interpreting patterns and trends in crime and disorder in order to better allocate resources, to inform employees and others about criminal activity and to prevent future crime.

- Deterrence

The Garner Police Department remains committed to proactively enforcing violations of North Carolina criminal and traffic law and the ordinances of the Town of Garner as a means of curbing and deterring criminal behavior that negatively impacts the Town. We also utilize routine patrol and visibility as a deterrent to criminal behavior of all types.



- Education

Using programs such as the Achievement Academy, the Citizens' Police Academy, Community Watch, the School Resource Officer program and public speaking opportunities, members of the Garner Police Department share crime prevention and personal safety information with members of the community.

Problem Solving – Utilizing proven methods such as Crime Prevention Through Environmental Design (C.P.T.E.D.) and the “S.A.R.A.” method (scan – analyze – respond – assess), the Garner Police Department looks beyond the symptoms of crime and disorder and instead addresses problems by identifying and addressing the root nature so the problem is eliminated rather than temporarily abated. Garner Police Officers work with the community to take a strategic approach to resolving community concerns and addressing community problems to the satisfaction of those involved whenever possible.



Garner Police Department Organization

During calendar year 2010, the Garner Police Department was authorized 64 sworn police officers and 5 civilian personnel to provide law enforcement services to a town roughly 15 square miles in area with a permanent residential population of approximately 26,000 citizens. The Garner Police Department is a nationally accredited law enforcement agency through the Commission for the Accreditation of Law Enforcement Agencies (CALEA). The department is broken into two primary components - the Office of the Chief of Police and the Operations Bureau.

Office of the Chief of Police

The Department is led by the Chief of Police, Brandon V. Zuidema. Chief Zuidema was appointed Chief of Police in December 2009. The Chief of Police is responsible for the overall administration and operation of the police department and reports directly to the Town Manager. The Chief's Office includes the Administrative Support Unit and the Professional Standards Unit.

The Administrative Support Unit

The Administrative Support Unit includes the Administrative Manager and the Criminal Records Clerks. The Administrative Manager, Mrs. Dana Clay, serves as the Department's CALEA Accreditation Manager, supervises the Records staff, coordinates payroll and evaluation systems, manages grants and coordinates promotion and internal selection processes. The Records staff is responsible for responding to telephone and walk-in requests for service and assistance, for maintaining Department records and for tracking budgetary expenditures.

Professional Standards Unit

The Professional Standards Unit answers directly to the Police Chief and is staffed by a lieutenant and a sergeant. Lieutenant Wayne Moore was assigned as our first Professional Standards Lieutenant in October 2010. The Professional Standards Lieutenant serves as the Department's Public Information Officer and is responsible for auditing, inspection and long range planning for the police department.

The Professional Standards Lieutenant manages the internal affairs function, including the investigation of complaints against officers as well as incidents involving the use of force by officers and vehicle pursuits. The Professional Standards Lieutenant also supervises the Personnel and Training function.

Personnel and Training

The Personnel and Training Sergeant is responsible for coordinating all department recruiting, training and certification and also supervises the Animal Control Program. Sergeant Scott Crawford was assigned as the Personnel and Training Sergeant in October 2010 when Sergeant Chris Clayton returned to the Patrol Division.



All sworn officers employed by the police department are required to complete annual classroom, firearms and practical training in order to maintain their North Carolina certification as law enforcement officers.

The department's fitness program is currently being developed by the Personnel and Training Sergeant with implementation planned for 2012. This program will require all sworn personnel to meet a fitness standard on a semi-annual basis.

Animal Control

The police department is responsible for the Animal Control Program in the Town of Garner. The Animal Control Program employs one full-time Animal Control Officer, Mrs. Judy Lowry, and is responsible for enforcing all state and local laws, ordinances and resolutions relating to the care, custody and control of animals within the corporate limits of Garner. This includes but is not limited to:

- Investigating abuse, bite and cruelty cases.
- Impounding animals at large.
- Educating the public on the importance of spaying and neutering pets and on good care of their pets.
- Canvassing the Town to ascertain that all animals are licensed with the Town and current on their rabies vaccines.

The Animal Control Officer also conducts several low cost rabies/microchip clinics each year to ensure that everyone's animals have their vaccines.

The Operations Bureau

The Operations Bureau, led by Deputy Chief Eric Copeland, is responsible for what most people recognize as "policing activities" and includes the Criminal Investigations Division, the Patrol Division, the Support Services Division and the Traffic Safety Division.

Criminal Investigations Division

The Criminal Investigations Division is commanded by Lieutenant Chris Hagwood and is staffed by a Sergeant and eight investigators. There are four general investigators, who are responsible for furthering the investigation of all felony crimes including (but not limited to) murder, rape, robbery, theft and fraud cases. The division also has four investigators that handle gang crime, drugs and vice, and crimes involving special victims. The investigators employ a team approach to major crime investigations, where multiple investigators are assigned to all major crimes.

This division of the police department also handles crime mapping and analysis on a part-time basis, utilizing crime data and analysis software to evaluate crime trends in and around Garner.



Patrol Division

The Patrol Division is the largest section in the Operations Bureau. There are 37 sworn officers assigned to the patrol division. These officers are led by the Deputy Chief and day to day operations are handled by Lieutenant Len Hatcher, who is currently assigned as the division commander.

The officers are divided into five platoons of seven officers. The four primary patrol platoons each have a sergeant, a platoon leader and five police officers (one of whom is a canine handler). They work a rotating 12-hour schedule and they are the first persons to respond to all crimes, including responding to 911 calls and handling domestics, shopliftings, and all other reported crimes. The fifth platoon consists of a sergeant, a platoon leader and five officers; in addition to providing additional staffing during peak hours, this platoon provides staffing for special enforcement and other public safety initiatives.

All personnel assigned to the Patrol Division are responsible for taking a proactive approach to partnerships, prevention and problem solving in the Garner community.

Support Services Division

The Support Services Division is commanded by Lieutenant Paul Shambaugh and is staffed by a Sergeant, four School Resource Officers and one Crime Prevention Officer.

The division Lieutenant is responsible for all department property, fleet services, and coordinates all secondary employment. The Sergeant is the primary evidence custodian for the department and also provides day to day supervision of the SROs.

The Crime Prevention Officer is responsible for organizing, attending and starting community watch programs. He also helps businesses with security audits and works with the Town's Planning Department to provide CPTED (Crime Prevention through Environmental Design) services to new buildings and businesses in Town.

The School Resource Officers (SRO) are assigned to Garner Magnet High School (two officers), East Garner Middle School and North Garner Middle School.

Traffic Safety Division

The Traffic Safety Division is led by Lieutenant Bob Stevens. There are five sworn officers assigned to the traffic unit who are supervised by a sergeant. This division is responsible for the investigation of traffic accidents, addressing speed complaints, conducting traffic studies and analyses, and managing traffic control at large events like the Christmas Parade and the Town's annual July 3rd Celebration.

Division personnel receive advanced training in accident investigation and reconstruction and traffic safety education and enforcement. This unit provides several services to the community including a DWI simulator, the seatbelt demonstrator, and the placement of portable speed signs in the community. This division also coordinates the School Crossing Guard program for the elementary schools inside the Town.



Raleigh Emergency Communications Center

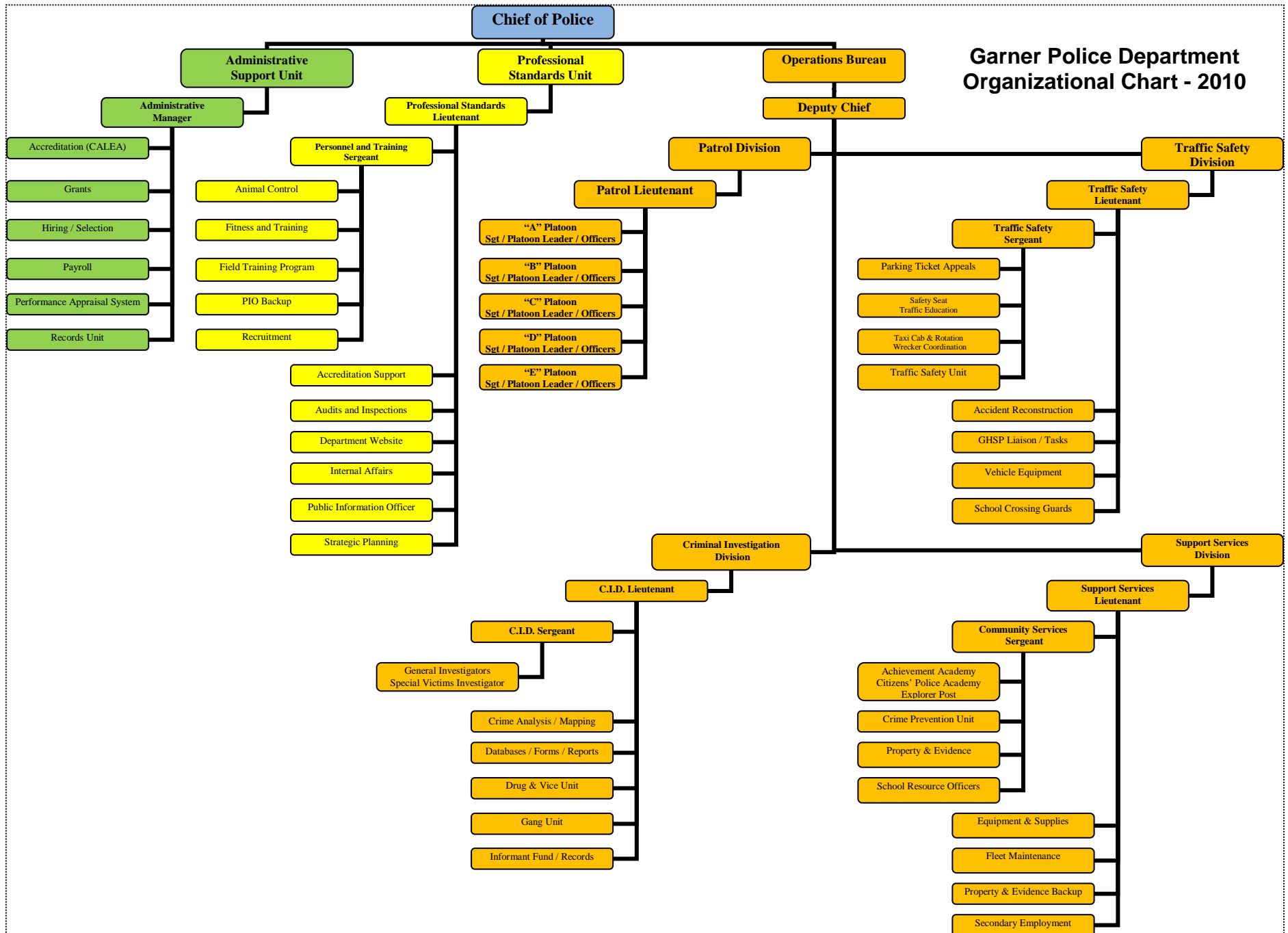
The Town of Garner contracts with the Raleigh – Wake County Emergency Communications Center (RECC) to provide emergency call-taking and dispatching services for the Garner Police Department on a twenty-four hour basis. Based on our size and call volume, we have a dedicated dispatcher who monitors our radio traffic and dispatches our personnel to emergency and non-emergency calls-for-service.

Additional information regarding the Raleigh Emergency Communications Center may be found online at:

www.raleighnc.gov/safety/content/EmerCommunications/Articles/911FrontPage.html



Garner Police Department Organizational Chart - 2010



Crime in Garner - 2010

One of the hallmarks that most governments and citizens and many prospective residents look to in evaluating a community is crime and the perception of crime among residents. The Garner Police Department recognizes that crime control is one of our critical missions.

However, it is important to make the distinction between the totality of crime and the subset of crimes that are reported, and therefore become known to the police. Although there are many factors that influence the reporting of crime, it is generally accepted that only a modest percentage of crime is ever reported to the police. The law enforcement community's primary objective with regards to the collection and analysis of crime data is to provide a reliable set of crime statistics for criminal justice and law enforcement administration, operation and management. This data is also used to provide an objective measurement and indication of the overall level of crime in our community.

Crime Factors:

Historically, the causes and origins of crime have been the subject of investigation and research by many varied disciplines. Factors that are known to affect the volume and type of crime occurring include, but are not limited to, the following:

- Population density and degree of urbanization
- Variations in composition of the population, particularly youth concentration
- Stability of population with respect to residents' mobility, commuting patterns, and transient factors
- Modes of transportation and highway system
- Economic conditions, including median income, poverty level, and job availability
- Cultural factors and educational, recreational, and religious characteristics
- Family conditions with respect to divorce and family cohesiveness
- Climate and weather
- Effective strength of law enforcement agencies
- Administrative and investigative emphases of law enforcement
- Policies of other components of the criminal justice system (i.e. prosecutorial, judicial, corrections and probation).
- Citizens' attitudes toward crime
- Crime reporting practices of the citizenry

Crime Reporting:

The Garner Police Department participates in both the state and federal crime reporting systems. We are an incident based agency, which means we submit the most comprehensive type of crime data to both the federal and state systems.

The FBI's Uniform Crime Reporting (UCR) Program collects offenses that come to the attention of law enforcement for violent crime and property crime, as well as data regarding clearances of these offenses. In addition, the FBI collects auxiliary data about these offenses (e.g. time of day of burglaries). This expanded offense data also includes trends in both crime volume and crime rate per 100,000 inhabitants.

Violent Crime

Violent crime is composed of four offenses: murder and non-negligent manslaughter, forcible rape, robbery, and aggravated assault. Violent crimes are defined in the UCR Program as those offenses which involve force or threat of force.

Property Crime

Property crime includes the offenses of burglary, larceny-theft, motor vehicle theft, and arson. The object of the theft-type offenses is the taking of money or property, but there is no force or threat of force against the victims.

Classification of Offenses

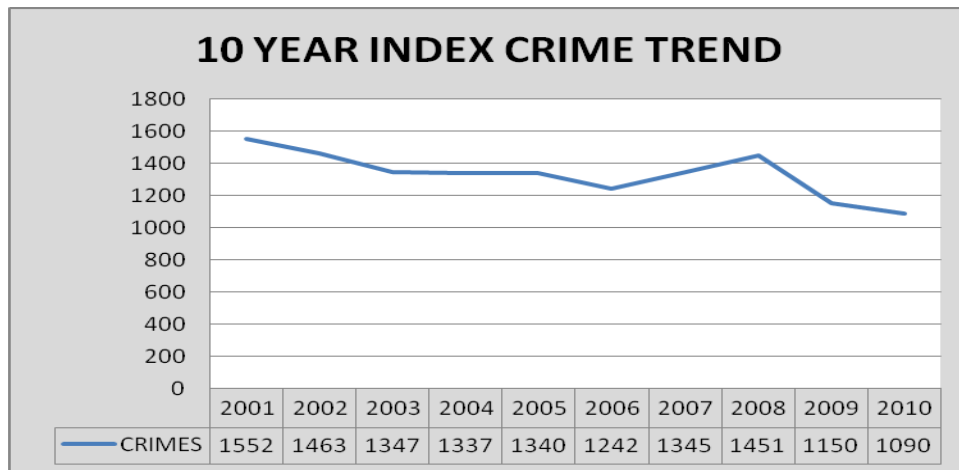
UCR divides offenses into two major classifications which are designated Part 1 and Part 2 offenses. This distinction is important to keep in mind because different information is collected for each. Part 1 offenses include the violent crimes of murder and non-negligent manslaughter, negligent manslaughter, forcible rape, robbery and aggravated assault and the property crimes of burglary, larceny-theft, motor vehicle theft and arson. All other offenses are classified as Part 2 offenses. The Part 1 offenses, excluding negligent manslaughter and arson, are used to calculate the Crime Index and Crime Rate.

Clearances

Within the UCR Program, law enforcement agencies can clear, or "close," offenses in one of two ways: by arrest or by exceptional means. Agencies may administratively close a case, but this does not necessarily mean that the agency can clear the offense for UCR purposes.

2009 - 2010 Crime Comparison Index Offenses

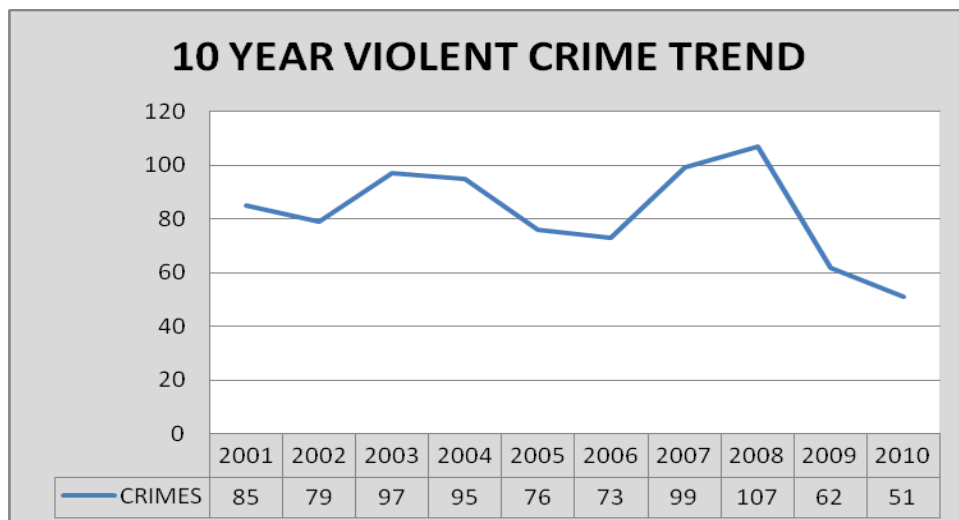
The overall number of "Index" offenses fell from 1,150 in 2009 to 1,090 in 2010. This is approximately a 5% decrease. When compared to the average of the last nine years, 2010 saw a decrease of 19.7%. The month of March saw the greatest number of reported Index offenses with 119, followed by April with 111. September saw the fewest with 61. Statewide the Index rate declined 5.6% in 2010.



Violent Crime

(Homicide, Rape, Robbery, Aggravated Assault)

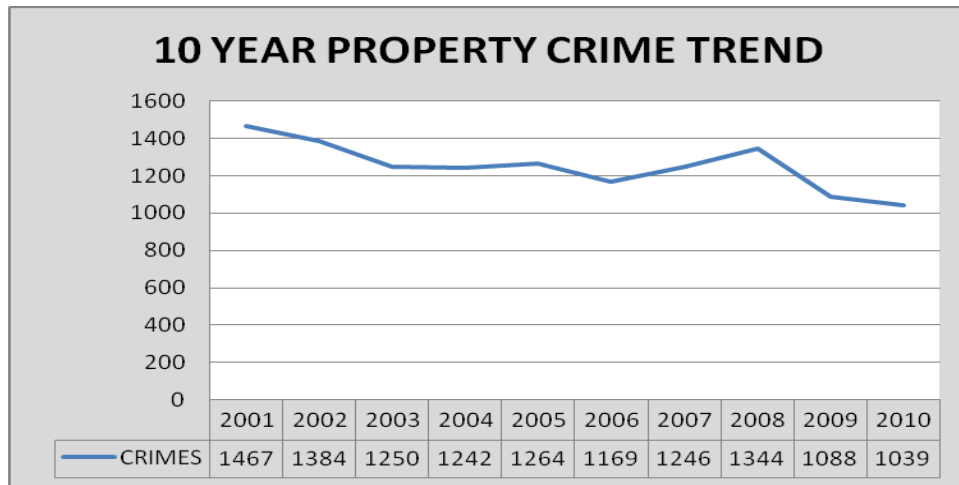
There were a total of 51 violent crimes reported in 2010. This is 17.7% less than the 62 that were reported in 2009 and 40% less than the nine year average. Statewide violent crime declined 10.2% in 2010.



Property Crime

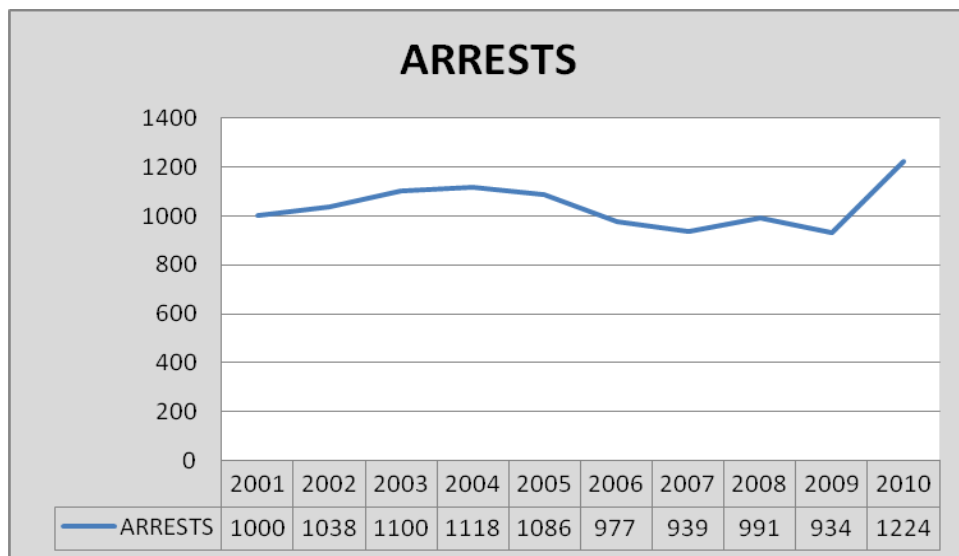
(Arson, Burglary, All Larceny, Stolen Vehicles)

There were 1,039 property crimes reported in 2010. Compared to the 1,088 reported in 2009, this is a decrease of 4.5%. Compared to the nine year average, this is a decrease of 18.3%. Statewide property crime declined 5.1% in 2010.



Arrests

The arrest rate for 2010 was significantly higher than 2009. There were 1,224 arrests in 2010, an increase of 31% over 2009. There were 934 arrests in 2009. Arrests for larceny, assaults, DWI and Drug offenses were all higher in 2010. Compared to the nine year average, arrests increased by 20%.



Domestic – Related Incidents

Domestic violence continues to be a significant public safety challenge nationwide. The State of North Carolina defines a “domestic related incident” as involving the commission of certain crimes by a person who has or has had a personal relationship with the victim. Personal relationships are defined as spouses (current or former), parents, children, stepchildren, siblings, grandparents, and grandchildren and any of the following:

- Current or former household members
- Co-habitants (not including same-sex relationships)
- Persons with a child in common
- Persons of the opposite sex who are in or have been in a dating relationship

This does not include any other persons such as aunts or uncles or other persons often thought of as “family.”

The Garner Police Department responded to 630 domestic-related calls for service in 2010, a slight increase (39 calls) from 2009. These calls for service often, but not always, result in an incident report being completed and the possibility of an arrest for domestic violence. Since 2008, the number of reported domestic incidents has increased each year.

Gang Related Crime

The accepted definition of a “criminal street gang” in North Carolina is an ongoing organization, association or group of three or more persons, whether formal or informal:

- Which has as one of its primary objectives or activities the commission of a felony or violent misdemeanor offenses or similar delinquent acts; and
- Has an identifiable name or identifying sign, color or symbol.

The Garner Police Department is committed to monitoring the activity of these individuals and groups, to developing intelligence regarding their activities and affiliations and to effectively combating their criminal actions. The GPD took the following steps in this regard during 2010:

- Committed additional resources to the gang investigator to allow him to focus his efforts on addressing gang-related street level criminal activity.
- Continued to expand our intelligence base on known gang members, their affiliations and criminal gang activity.

The Garner Police Department will continue to combat criminal gangs and their illegal activity by using all available resources and technology to meet our stated mission of enhancing the quality of life in the community.



Juvenile Crime

In the context of committing crime, a juvenile in North Carolina is a person who has not reached their eighteenth birthday and is not married, emancipated, or a member of the armed forces of the United States. However, under North Carolina law any person sixteen or older who commits a crime is tried in the adult court system. Persons sixteen or older may also be placed in adult jails. In 2010 there were 33 juveniles (under age 16) that were charged and sent to juvenile court. That is a 35% reduction from 2009 when 51 juveniles were charged.

The Garner Police Department is committed to juvenile education and enforcement. We are active not only with School Resource Officers in the middle and high schools, but also through interactive programs like the anti-texting while driving program at the high school. In 2010 the police started the Police Athletic League in an effort to provide opportunities for youth to interact with the police in a positive environment and provide a way to reduce juvenile delinquency (see page 23).

Calls for Service

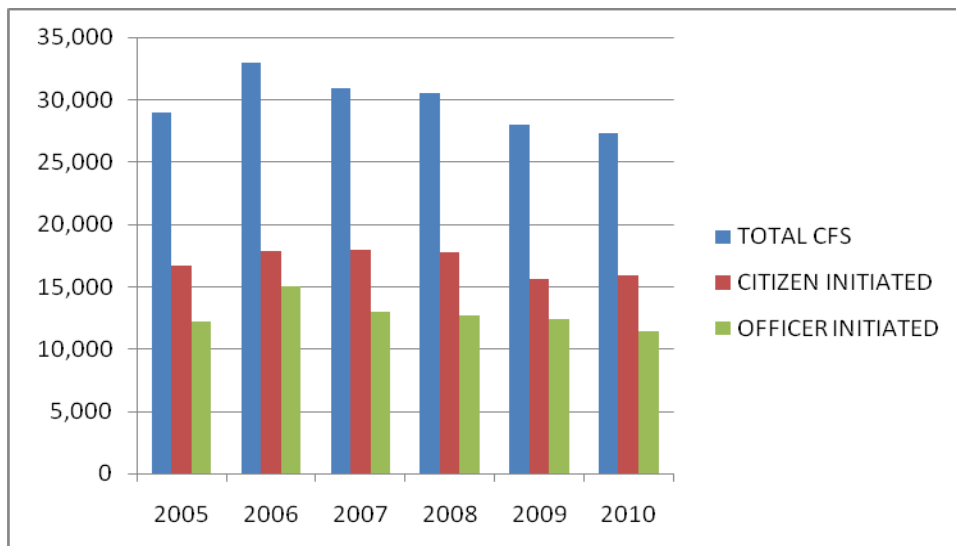
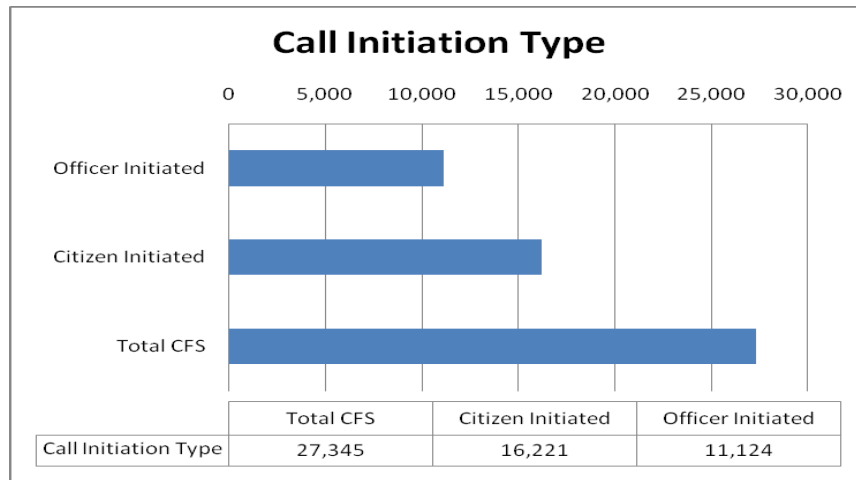
A call for service (CFS) represents one incident or situation that was brought to the attention of the Garner Police Department and was handled through the application of departmental resources. Calls for service originate from private citizens (citizen-initiated CFS) and police officers patrolling the community (officer-initiated CFS). Calls for service vary in nature, severity and the level of departmental resources required to address them – particularly with regard to the number of staff members and the staff time required to adequately and appropriately handle the call for service.

Individual analyses were completed on citizen-initiated and officer-initiated calls for service. The following graphs illustrate the results of the analyses for 2010:

The police department has responded to an average of 29,786 CFS per year over the past six years.

Year	Total CFS	Citizen Initiated	Officer Initiated	Cit %	Off %
2005	28,953	16,712	12,241	57.72%	42.28%
2006	32,973	17,900	15,073	54.29%	45.71%
2007	30,910	17,926	12,984	57.99%	42.01%
2008	30,501	17,789	12,712	58.32%	41.68%
2009	28,036	15,625	12,411	55.73%	44.27%
2010	27,345	15,873	11,472	58.05%	41.95%

The charts below show the total number of calls and the number that are initiated by citizens and officers.



Traffic Safety Information

The promotion of traffic safety is a critical component of the Garner Police Department's mission. Through proactive traffic enforcement, citizen education and voluntary compliance we can save lives.

Enforcement is accomplished primarily through directed patrols of high crash areas, residential areas with frequent complaints of speeding, and along sections of highway through the city where speed has been a major factor in crashes. During 2010, the Department was involved in the "Click or Ticket", "Booze it and Lose It" and the "No Need to Speed" programs coordinated by the Governor's Highway Safety Program as well as local and regional DWI and traffic safety checkpoints.

In terms of educational efforts, the department participated in “Click it or Ticket - Securing Your Future” initiative which is designed to encourage safety belt use by teenage drivers. One of our most popular programs is the “Seat Belt Convincer”. This is a device that simulates a 5-8 mph crash. Riders are set belted into a sled that is pulled down an incline. The sled travels approximately 15 feet before abruptly stopping against a bumper at the bottom of the track. The department also conducts checkpoints throughout the city and checks the installation of child seats at the department and other locations at the request of parents and guardians in the Garner community.

As the result of his commitment to Traffic Safety in Garner, Wake County and the region, Traffic Unit Commander Lieutenant Bob Stevens received the Governor’s Highway Safety Program Director Award for the second year in a row



“The Convincer”

Traffic Crash Data - 2010

The Garner Police Department responded to and investigated 1074 traffic crashes during 2010, including 436 crashes resulting in personal injury and 1 resulting in a fatality. The Traffic Safety Unit investigated 69% of all accidents reported to the GPD.

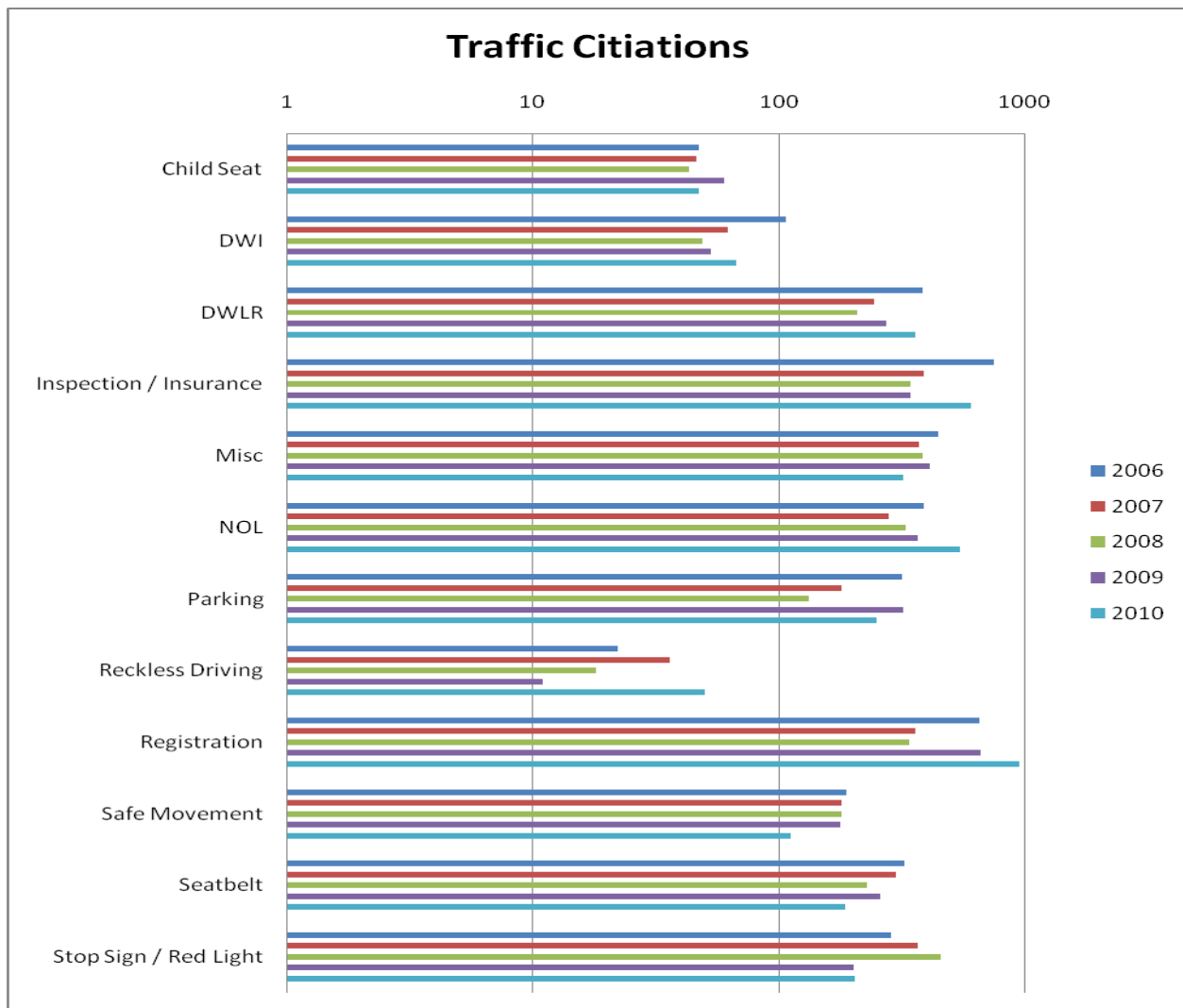
The total number of crashes rose from 2009 to 2010 by only 24 but our efforts reduced the number of injury crashes by 13%. Alcohol related crashes went from 23 in 2009 to 15 in 2010.

Injuries from alcohol related crashes dropped from 19 in 2009 to an all time low of 5 in 2010. The only fatality for the year came as the result of a driver having a heart attack, then veering off the road into a tree. There were no alcohol related fatalities for the year. Clearly, the higher visibility patrols and checkpoints, traffic safety education, and the increase in DWI arrests led to a reduction in alcohol related crashes and injuries.

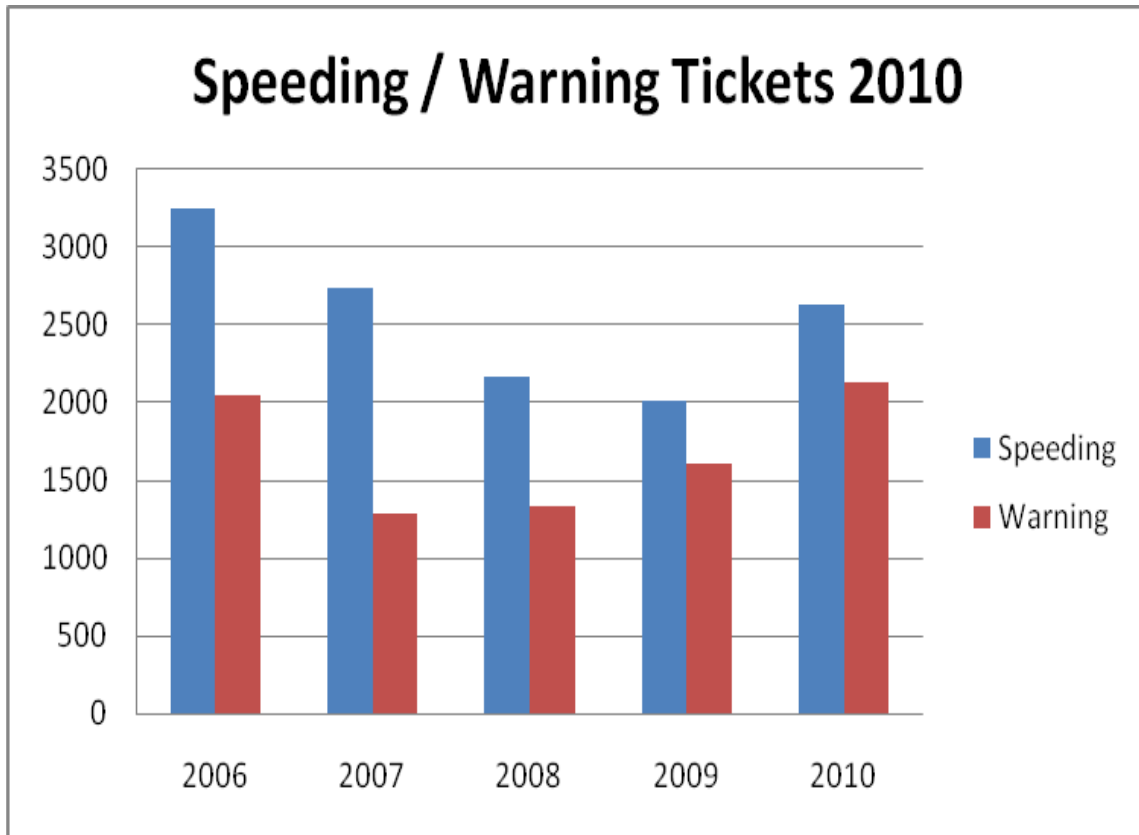
In 2010 the highest percentage of traffic crashes occurred on Thursdays. The highest number of accidents occurs between 2 pm and 5 pm. This time period accounts for 37% of all accidents. Inattention was the number one cause of all accidents last year; a staggering 524 crashes or 49% were caused by the driver not paying attention.

Traffic Citation Data – 2010

In 2010, the Garner Police Department issued 8,374 citations for traffic violations. This was a 25% increase from 2009. The chart below show traffic charges, except for speeding and warning tickets, for the last five years.



Speeding tickets and warning tickets are the two most often issued traffic citations. Officers are allowed to use their discretion when issuing traffic citations. They may decide that issuing a written warning is appropriate instead of issuing a court citation. No matter which option an officer chooses he must document each stop. The chart below shows speeding and warning ticket rates for the last five years.

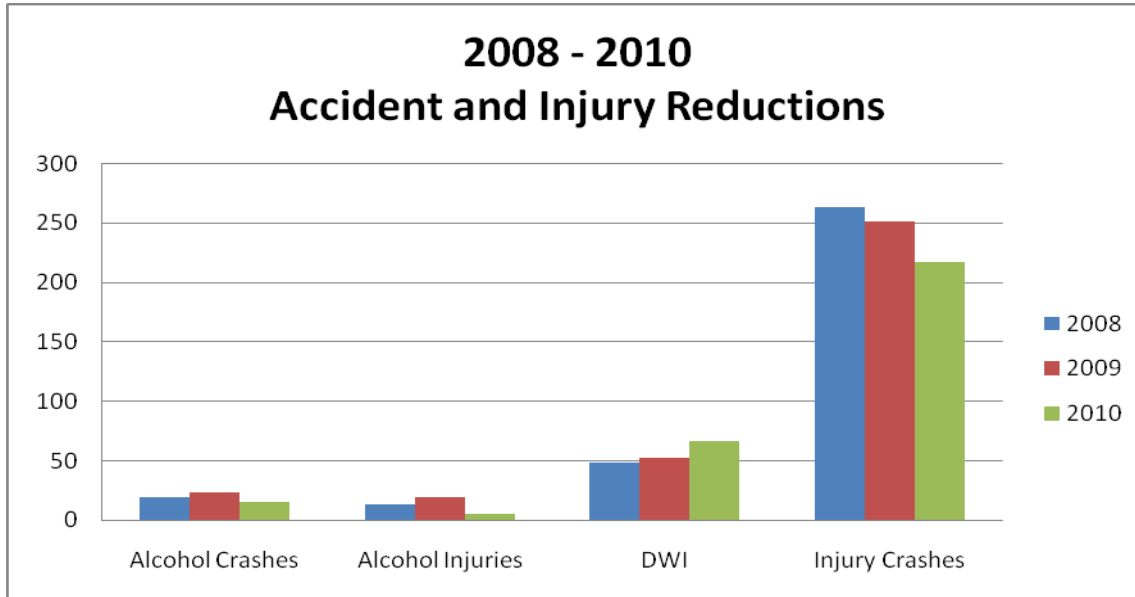


	2006	2007	2008	2009	2010
Speeding	3241	2736	2164	2006	2626
Warning	2050	1282	1335	1603	2129

Warnings are often issued when there have been changes in established speed limits. The speed zone on Aversboro Road was changed from a 45 mph zone to a 35 mph zone. During the first 30 days of the change officers gave warning tickets to motorists to help them adjust to the new zone and allow them to change their driving habits. This type of effort educates the public and gets them to reduce their speed without the consequences of a traffic citation.

Effectiveness of Efforts

Using targeted patrols, daytime and nighttime checkpoints, and an overall aggressive approach to removing unlicensed drivers from the road, the Department was able to increase our DWI arrests, lower the number of both injury crashes and alcohol related crashes and nearly eliminate all alcohol related crash injuries.



	Alcohol Crashes	Alcohol Injuries	DWI	Injury Crashes
2008	19	13	49	263
2009	23	19	53	251
2010	15	5	67	217

Garner has consistently maintained a seat belt usage average above the North Carolina average and was able to increase the usage rate from 93% at the beginning of 2010 to 95% at the end of the year. The educational efforts at the high school increased the usage rate in surveys there from 83% to 94%. Both of these were factors in Garner's reduction in personal injury crashes.

The Wake County Traffic Safety Task Force has been such a success that the North Carolina Governor's Highway Safety Program made it a model program and began organizing county task forces across the State using our model.

The Garner Police Department remains committed to the pursuit of traffic safety through both education and enforcement. We will continue to work collaboratively with citizens and other government agencies to encourage safe motor vehicle operation through defensive driving and voluntary compliance with traffic laws as well as strict enforcement efforts.

Community Involvement

The Garner Police Department encourages and is committed to having our employees and our department involved with community activities and outreach in an effort to develop and maintain working relationships with the people we serve. The department was involved with the following activities, programs and projects during 2010:

Achievement Academy

The Achievement Academy was originally developed by our School Resource Officer (SRO) and DARE officer in 1994 and was called “Challenge Camp” at the time. The program is aimed at rising 7th graders at our two middle schools. Students are selected by school counselors and police officers based on a combination of their academic performance, socioeconomic background, and discipline record. Those invited to attend are selected because they have expressed a desire to change.

The Achievement Academy is two weeks long and involves overnight trips as well as day activities. Staffed by Garner Police Officers, the youth engage in a number of challenging activities including canoeing, whitewater rafting, a high ropes course, orienteering, rock climbing, and classroom instruction. Camp Counselors give lessons on conflict resolution, teamwork, communication skills, and problem solving.

Our SROs and teachers report dramatic turnarounds with many of the students who have completed camp. Students who used to react with anger, frustration and fighting learn to resolve their conflicts peacefully. Students who were failing turn their grades around and those who were introverted come out of their shells to participate in school. Over 200 children have completed our camps.

Civic Organizations

Members of the Garner Police Department serve as volunteer members and officers of a number of civic organizations in the town, including but not limited to the Civitan Club, the Optimist Club and the Rotary Club. Many of our employees also serve as volunteer coaches and mentors in area sports leagues and after-school programs.

Membership in these organizations allows our personnel and members of the community to become better affiliated with one another outside of normal police interactions. It also allows our employees to demonstrate community leadership outside of their roles with the police department.



Explorer Post

The police department sponsors an Explorer Post through the Boy Scouts of America to allow teenagers with an interest in law enforcement to learn more about what it means to be a police officer. Garner police officers volunteer their time to serve as post leaders and meet monthly with the explorers to give them hands-on experience with performing the tasks of a police officer.

National Night Out

Each August, the Garner Police Department participates in “National Night Out,” an annual event sponsored by the National Association of Town Watch (NATW) and supported by law enforcement agencies nationwide. National Night Out, also known as “America’s Night Out Against Crime” is an opportunity for citizens and businesses to join the police department in heightening public awareness of crime and crime prevention, strengthening police-community partnerships and relationships and sending a message to criminals that the community does not tolerate crime.

In August 2010, we partnered with Target to host our formal National Night Out activities at their Timber Drive East store in Garner. The evening included demonstrations from various personal safety and crime prevention vendors, good food and the opportunity for citizens to interact with police officers in an educational and non-confrontational setting.

Police Athletics / Activities League (PAL)

In summer 2010, staff from the police department began development of the Garner Police Athletics / Activities League (PAL). Since that time, we have organized a Board of Directors and we have developed the following mission statement:

“The Garner Police Athletic and Activities League is a nonprofit organization that provides opportunities to enhance youth and family achievement while improving police-community relationships and reducing delinquency in our community.”

We have defined a shared vision around building Garner PAL as a respected community partner and asset to youth and families in the Garner community, providing and promoting effective programs in order to reduce juvenile delinquency in Garner, being known as a culturally diverse service organization resulting in positive life change for all involved, and being a catalyst of all local organizations providing services to youth.

Garner PAL is in the process of establishing community partners and identifying areas of need where additional programs and activities are needed to assist at-risk youth in

the Garner area. We anticipate beginning formal programming as soon as the fall of 2011.

Schools and Community Organized to Read (SCOR)

SCOR is a locally-developed reading buddy program for the Garner Education Foundation-supported elementary schools. SCOR serves primarily second graders who need additional assistance to improve their reading. GPD volunteer reading buddies meet with school-identified students for thirty minutes each week to read from a collection of books provided by the media specialist of that school.

“Shop with a Cop”

Each year the Garner Police Department partners with TT&E Iron and Metal and other area businesses to provide a Christmas party and shopping opportunity to Garner area families who might not otherwise have a Christmas. With the assistance of local school counselors, families in need are identified; with TT&E’s generosity, the families are provided with a shopping budget and police officer escorts at a local retailer that allows for a Christmas celebration that would not otherwise be possible.

Professional Standards

Department Accreditation

On March 26, 1994 the Garner Police Department became accredited by the international Commission for the Accreditation of Law Enforcement Agencies, Inc. (CALEA). The department sought and has maintained accredited status as a means of benchmarking our policies and procedures against international best practices for law enforcement agencies, as a means of ensuring effective service delivery to the citizens of Garner, and as an ongoing demonstration of commitment to professionalism through voluntary adherence to national standards

Only 565 law enforcement agencies are currently accredited by CALEA within the United States. CALEA accreditation is conferred for a period of three years, during which time the agency must submit annual reports attesting continued compliance with those standards under which it was initially accredited as well as new standards added over time. The Garner Police Department was required to comply with more than 450 procedural standards in order to earn our most recent re-accreditation in 2010.

In November 2010, a team of CALEA assessors visited Garner and examined all aspects of the Garner Police Department's policies and procedures, management, operations and support services. The assessors' findings were reported to the full body of CALEA Commissioners.

During its March 2011 conference in Bethesda, Maryland, CALEA unanimously recommended the Garner Police Department for the agency's sixth consecutive accreditation award. Chief Zuidema and the accreditation team of Mrs. Dana Clay, Lieutenant Len Hatcher and Sergeant Scott Crawford accepted the award on behalf of the GPD.

For more information regarding the Commission on Accreditation for Law Enforcement Agencies, Inc. please contact the Commission at 10302 Eaton Place, Ste. 100, Fairfax, Virginia 22030, or visit their website at **www.calea.org**.



Complaint Investigation

The Garner Police Department investigates all complaints made by citizens; complaints are typically deemed to be either an allegation of serious misconduct or a performance complaint. The department utilizes electronic tracking software to record and track all complaints that are brought to the attention of the department.

Allegations of serious misconduct are complaints that allege corruption, misuse of force, violation of the law, violation of an individual's civil rights or a serious breach of department policy or employee rules of conduct.

Performance complaints typically allege an inappropriate action or response by an employee, improper operation of a police vehicle, violation of a department policy or employee rules of conduct or any other act or failure to act that does not rise to the level of an allegation of misconduct.

Upon conclusion of an investigation, each complaint is assigned one of the following findings:

- Sustained*** – findings indicate there is sufficient evidence to prove the allegation or complaint
- Non-Sustained*** – findings indicate there is insufficient evidence to prove or disprove the allegation or complaint
- Exonerated*** – findings indicate there is sufficient evidence to prove the incident occurred, but the actions or demeanor of the employee was proper, lawful and/or within policy
- Unfounded*** – findings indicate there is sufficient evidence to prove the allegation or complaint did not occur or was demonstrably untrue or false
- Policy Failure*** – findings indicate there is sufficient evidence to prove the allegation or complaint occurred, but the actions of the employee were within GPD policy when the incident took place. This finding indicates the policy is faulty and in need of review or revision.

During 2010 there were a total of five (5) allegations of misconduct filed against police department employees. Findings for these allegations were as follows:

- Two (2) allegations were deemed “sustained” (40%)
- Two (2) allegations were deemed “exonerated” (40%)
- One (1) allegation was deemed “unfounded” (20%)



During 2010 there were a total of thirty three (33) performance complaints filed against police department employees. These complaints contained 44 allegations of wrong doing by police employees. Findings for these complaints were as follows:

- Seventeen (17) complaints were deemed “sustained” (39%)
- Six (6) complaints were deemed “non-sustained” (14%)
- Ten (10) complaints were deemed “exonerated” (23%)
- Ten (10) complaints were deemed “unfounded” (23%)
- One (1) complaint was deemed a “policy failure” (1%)

Use of Force

Garner Police Department policy dictates that police officers will use only that force necessary to protect life and effect lawful objectives. In addition to the use of physical force, police officers in Garner are equipped with and trained to use Oleoresin Capsicum (“OC”) chemical spray, batons, electronic control devices (ECDs – better known by the name brand “Taser”) and, if necessary, their firearms when performing their lawful duties.

Use of Force Review

During 2010, there were a total of 27 incidents that resulted in a total of 44 separate applications of force by individual officers. There were multiple incidents in which more than one officer was required to use force or a single officer used more than one type of force in order to subdue an individual.

Every incident in which force is used or a firearm or Taser is pointed at a suspect by a Garner Police Officer is thoroughly investigated and documented by supervisory staff and is reviewed through the department’s chain-of-command.

In addition to the review of the individual incident, the Garner Police Department has implemented an “Early Intervention System” (EIS) to more effectively evaluate employee performance. An EIS is a data-based police management tool that is designed to monitor officer activity to identify patterns and to provide for consistent, proactive intervention and assistance when appropriate.

Statistical Summary

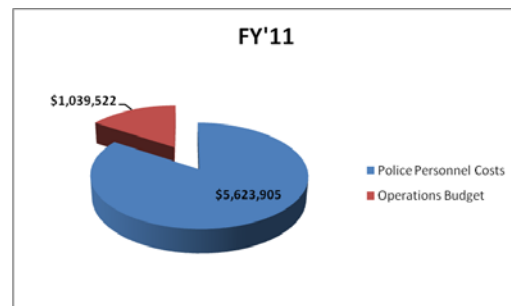
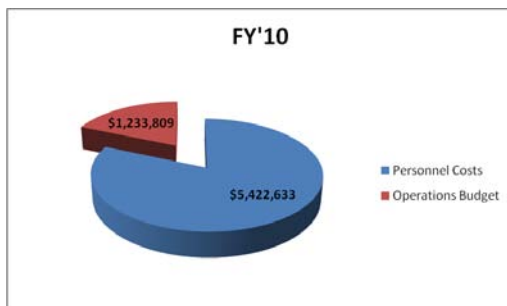
During 2010, officers with the Garner Police Department utilized force in a total of 27 of our 1,224 arrests made; this translates to officers using force in less than 1% of all arrests. This is the same percentage as 2009. When comparing the 27 incidents of use of force with the over 33,000 documented interactions with citizens in 2010, we used force in less than .008% of all documented contacts.

Budget Information

Police Department Budget

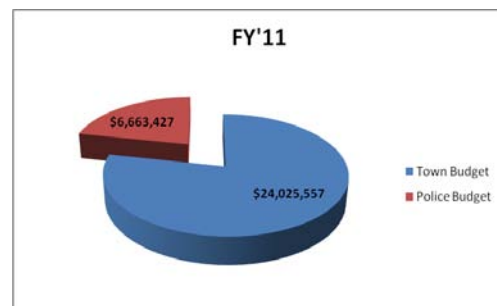
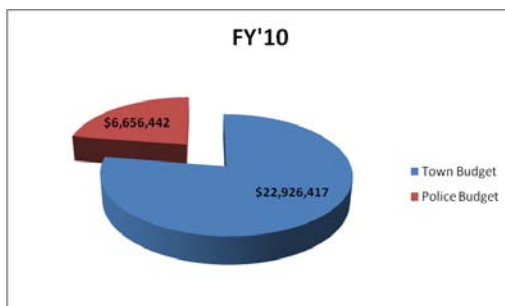
The Garner Police Department budget is one component of the budget for the Town of Garner and is based on the town's fiscal year from July 1 – June 30.

- The total police department budget for FY'10 (ending June 30, 2010) was \$6,656,442. Of this amount, \$5,422,633 was committed to personnel costs for salaries and benefits, leaving \$1,233,809 for all other operational costs. As shown in the chart below, personnel costs constituted approximately 81% of the police department budget for FY'10.
- The total police department budget for FY'11 (ending June 30, 2011) is \$6,663,427. Of this amount, \$5,623,905 is committed to personnel costs for salaries and benefits, leaving \$1,039,522 for all other operations costs (a decrease of \$194,287 from FY'10). Personnel costs constitute approximately 84% of the police department budget for FY'11.



Town of Garner Budget

- The FY'10 police department budget constituted approximately twenty-nine percent (29%) of the total operations budget of \$22,926,417 for the Town of Garner for FY'10.
- The FY'11 police department budget constitutes approximately twenty-seven percent (27%) of the total operations budget of \$24,025,557 for the Town of Garner for FY'11.



Employee Accomplishments, Awards & Recognition

New Employees – the following employees joined the Garner Police Department during 2010:

Officer Preston Charles joined the department on January 19, 2010. Officer Charles was employed with the Wilson, North Carolina Police Department prior to joining the GPD.

Officer Bert Walker re-joined the department on January 19, 2010. Officer Walker had left the GPD in 2009 but elected to return; Officer Walker had previously served the department as a patrol officer, school resource officer and training officer.

Mrs. Judy Benitez joined the department on March 1, 2010 as a Criminal Records Clerk. Judy was previously employed with the Raleigh Emergency Communications Center and the Wake County School System.

Career Progression Advancements – the following personnel earned career progression elevations based on educational, training and years of service achievements:

Officer Jedidiah Behe was elevated to Police Officer II.

Investigator David Casteline was elevated to Senior Officer.

Officer Ben Deese was elevated to First Class Officer.

Officer Steven Doak was elevated to Police Officer II.

Officer Scott Kuhn was elevated to Police Officer II.

Officer Brian Lawrence was elevated to First Class Officer.

Officer Rodney McGee was elevated to First Class Officer.

Officer Jason Pierce was elevated to First Class Officer.

Officer Josh Stroud was elevated to Police Officer II.

Officer John Taylor was elevated to Senior Officer.

Specialized Assignment Selections – the following personnel participated in competitive selection processes and were selected to specialized positions in the department:

Officers Eric Ankarstran & Greg Holding were selected to serve as K-9 Handlers.

Officers Jedidiah Behe and Josh Stroud were selected as snipers on the Special Response Team; Officer Behe finished as the top shooter in the sniper training they attended.

Officers Jedidiah Behe and Guy White were selected to serve as SROs.

Officers Paul Caldwell, Gordon Gay, Sophia Sandlin, Scott Selvek and Troy Young were selected to serve as Platoon Leaders in the Patrol Division.



Officers Pete Moore and Walt Myer were selected to serve as Drug Investigators.

Officer Callie Stancil was selected to serve as a Traffic Safety Officer.

Officer Joshua Stroud was selected to serve as the Crime Prevention Officer.

Significant Educational and Training Achievements – the following personnel successfully completed significant education and/or training programs:

Mrs. Judy Benitez received her Associate's Degree from Wake Technical Community College.

Sergeant Joe Binns graduated with his Master's Degree from Methodist University; he was also inducted into the National Honor Society for criminal justice majors with a 4.0 G.P.A.

Investigator David Casteline earned his Advanced Law Enforcement Certificate.

Officer Ben Deese received his national certification as a Drug Recognition Expert, making him one of very few DREs in this region of North Carolina.

Lieutenant Len Hatcher graduated from the FBI National Academy Session #242.

Officer Brian Lawrence graduated from the Institute of Police Technology and Management's Traffic Crash Reconstruction course, an academically intense 80 hour program.

Investigator Amy Miller earned her Advanced Law Enforcement Certificate.

Officer Trey Robinson earned his Intermediate Law Enforcement Certificate.

Officer Callie Stancil earned his Advanced Law Enforcement Certificate.

Officer David Taylor earned his Advanced Law Enforcement Certificate.

Other Recognitions:

Officer Jedidiah Behe was recognized as the Department's top shooter during annual firearms qualifications for 2010.

Investigators David Casteline, Scott Klein and Scott Selvek received the American Society for Industrial Security (ASIS) "Legion of Excellence" Award for their work on a lengthy counterfeiting investigation that resulted in the seizure of counterfeit property and firearms. All three also received a Departmental Certificate of Merit for their efforts.

Investigator Scott Klein was selected as the "Rob Apple Officer of the Year" by his peers.

Sergeant Marcus Perry was elected Treasurer of the North Carolina Association for Property and Evidence.

Lieutenant Bob Stevens received the 2010 GHSP Director's Award for efforts in Traffic Safety for the second year in a row.

Lieutenant Bob Stevens received the NC MADD Director's Award (their highest award) for his efforts with the Wake County Traffic Safety Task Force and DWI enforcement and education.





“No one is compelled to choose the profession of a police officer, but having chosen it, everyone is obligated to perform its duties and live up to the high standards of its requirements.”

President Calvin Coolidge

Garner Police Department
900 7th Avenue
Garner, North Carolina 27529
(919) 772-8810